

## Understanding Continuous Improvement: Goals, Objectives, Strategies and Activities

**Rationale:** The development of goals and objectives to be obtained through strategies and activities is an essential component of executing a continuous improvement plan. In short, the Needs Assessment completed during Phase II expresses the school or district's CURRENT STATE, while goals, objectives, strategies and activities should succinctly plot the school or district's course to their DESIRED STATE. Here are the operational definitions of each:

**Goal:** Long-term target based on Kentucky Board of Education Goals. Schools may supplement with individual or district goals.

**Objective:** Short-term target to be attained by the end of the current school year.

**Strategy:** Research-based approach based on the 6 Key Core Work Processes designed to systematically address the process, practice or condition that the school/district will focus its efforts upon in order to reach its goals/objectives.

**Activity:** The actionable steps used to deploy the chosen strategy.

**Key Core Work Processes:** A series of processes that involve the majority of an organization's workforce and relate to its core competencies. These are the factors that determine an organization's success and help it prioritize areas for growth.

### Guidelines for Building an Improvement Plan

- There are 5 required District Goals: Proficiency, Gap, Graduation rate, Growth, and Transition readiness.
- There are 4 required school-level goals:  
For elementary/middle school: Proficiency, Gap, Growth, and Transition readiness.  
For high school: Proficiency, Gap, Graduation rate, and Transition readiness.
- There can be multiple objectives for each goal.
- There can be multiple strategies for each objective.
- There can be multiple activities for each strategy.

1: Proficiency

State your Proficiency Goal

Goal 1: By the end of the 2021/2022 school year, Jeffersontown High School will increase the percentage of students scoring at the Proficient/Distinguished level in Combined Reading and Math to 80%.					
Which <b>Strategy</b> will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i> <ul style="list-style-type: none"><li><a href="#">KCWP 1: Design and Deploy Standards</a></li><li><a href="#">KCWP 2: Design and Deliver Instruction</a></li><li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li><li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li><li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li><li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li></ul>		Which <b>Activities</b> will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i> <ul style="list-style-type: none"><li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li><li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li><li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li><li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li><li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li><li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li></ul>		Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By the end of the 2018/2019 school year, Jeffersontown High School will increase the percentage of students scoring at the Proficient/Distinguished level in Combined Reading and Math to 48%.	Design and align structure of the school into academy model including freshman academy, to provide more support for teachers and program implementation.	New Teacher Program designed to assist new teachers and teachers new to Jtown in the practices to help them be successful.			N/A
		Intervention periods designed into the regular schedule so that students may have opportunity to remediate or receive interventions on weekly basis. Advisory periods also included for students to have teacher who can assist each student with questions or concerns that have and help monitor the progress of each student in their assigned group.	Retention of students core content areas		N/A
	Review, Analyze and Apply Data to improve instruction.	Implement MAP assessments for Math and Reading in the freshman academy and use data for tracking students and scheduling classes.	MAP Data		N/A
		PLC teams continue the use data from common assessments or proficiencies to discuss instructional practices in their area and, if applicable, use to data to discuss individual students' progress.	Accountability scores for Combined Reading and Math data		N/A
Objective 2:					

Goal 1: By the end of the 2021/2022 school year, Jeffersontown High School will increase the percentage of students scoring at the Proficient/Distinguished level in Combined Reading and Math to 80%.					

2: Gap

State your **Gap** Goal

Goal 2: By the end of the 2021/2022 school year, Jeffersontown High School will reach an average reading KPERP proficiency rate of 65% for the non-duplicated gap group.						
Which <b>Strategy</b> will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i> <ul style="list-style-type: none"><li><a href="#">KCWP 1: Design and Deploy Standards</a></li><li><a href="#">KCWP 2: Design and Deliver Instruction</a></li><li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li><li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li><li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li><li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li></ul>		Which <b>Activities</b> will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i> <ul style="list-style-type: none"><li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li><li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li><li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li><li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li><li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li><li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li></ul>		Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.		
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Objective 1: By the end of the 2018/2019 school year, Jeffersontown High School will reach an average reading proficiency rate of	Review, Analyze and Apply Data to improve instruction	Instruction: Teachers use data for individual students to assign students into designated areas for the built in intervention periods.				N?A
		RTI Team review of student data for effectiveness of the interventions and the modified schedule		Retention rate of students in the core academic courses.	RTI team scheduled meetings	N/A

Goal 2: By the end of the 2021/2022 school year, Jeffersontown High School will reach an average reading KPERP proficiency rate of 65% for the non-duplicated gap group.					
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Objective 2:	Design and Deliver Instruction	PLC teams, using data from common assessments, will design instructional units to meet the needs of their students. Principal PLC focus discussions on English 10 for reading specifically.	PLC common assessment data, EOC data	Continuous monitoring by PLC teams.	N/A
	Design and Deploy Standards	ECE teachers work closely with the regular education teachers to provide quality lessons and instruction for the students taking core content classes in resource setting.			N/A
		PLC audit to assure the current curriculum is valid and aligned to state/essential standards. To ensure monitoring systems are in place to ensure the curriculum is taught at a high level of fidelity.  Communication with all stakeholders about the goals and strategies from the CSIP.	PLC instructional units and assessments aligned and current.  ILT, Faculty Meeting agendas, SBDM minutes	Continuous Improvement  Principal Monitoring	N/A  N/A

3: Graduation rate

State your **Graduation rate** Goal

Goal 3: By the end of the 2021/2022 school year, Jeffersontown High School will increase the graduation rate to 94%.		
Which <b>Strategy</b> will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i> <ul style="list-style-type: none"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> </ul>	Which <b>Activities</b> will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i> <ul style="list-style-type: none"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> </ul>	Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By the end of the 2018/2019 school year, Jeffersontown High School will increase the graduation rate to 86%.	Establishing Culture of Learning and Positive Learning Environment in all classes.	Advisory periods designed to allow students opportunity for a mentor teacher they will get to know and who can provide support when necessary. These periods also allow time for special programs and behavioral systems to be taught and discussed and provide a systems support for every student.	Non-Cognitive Data including graduation percentages		N/A
Objective 2:	Design and Deliver Instruction	PLC audit to assure the current curriculum for all courses is valid and aligned with state/essential standards. To ensure monitoring systems are in place to ensure the curriculum is taught at a high level of fidelity.	PLC instructional units and assessments aligned and current.	Teacher Observations and walk through observations	N/A
		Communication with all stakeholders about the goals and strategies from the CSIP.	ILT, Faculty Meeting agendas, SBDM minutes		

Goal 4: N/A					
Which <b>Strategy</b> will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i> <ul style="list-style-type: none"><li><a href="#">KCWP 1: Design and Deploy Standards</a></li><li><a href="#">KCWP 2: Design and Deliver Instruction</a></li><li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li><li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li><li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li><li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li></ul>		Which <b>Activities</b> will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i> <ul style="list-style-type: none"><li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li><li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li><li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li><li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li><li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li><li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li></ul>		Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.	
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Objective 1:					
Objective 2:					

5: Transition readiness

State your **Transition readiness** Goal

Goal 5: By the end of the 2021/2022 school year, Jeffersontown High School will increase the percentage of seniors that achieve Transition Ready (CCR) status to 80%.

Which <b>Strategy</b> will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i> <ul style="list-style-type: none"><li><a href="#">KCWP 1: Design and Deploy Standards</a></li><li><a href="#">KCWP 2: Design and Deliver Instruction</a></li><li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li><li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li><li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li><li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li></ul>	Which <b>Activities</b> will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i> <ul style="list-style-type: none"><li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li><li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li><li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li><li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li><li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li><li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li></ul>	Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By the end of the 2018/2019 school year, Jeffersontown High School will increase the percentage of seniors that achieve Transition Ready (CCR) status to 63%.	Design and Deliver Instruction	PLC audit to assure the current curriculum for all courses is valid and aligned with state/essential standards. To ensure monitoring systems are in place to ensure the curriculum is taught at a high level of fidelity.  Communication with all stakeholders about the goals and strategies from the CSIP and the teacher’s role in the continuous improvement process.	Accountability Data including percentage of students who meet all benchmarks on ACT or equivalent.		N/A
Objective 2:	Design and Employ Standards	Development of the true Academy model within the school with Freshmen Academy and two upper academies. Academy coach now available to assist with implementation of programs within the academies.  PLC teams in the career ready (pathway courses) review and revise the curriculum (content and pacing) to meet student needs based on assessment results.	Accountability Data including percentage of students receiving Industry Certification or who pass KOSSA assessments.		N/A

Goal 5: By the end of the 2021/2022 school year, Jeffersontown High School will increase the percentage of seniors that achieve Transition Ready (CCR) status to 80%.					

6: Other (optional)

State your **Other** Goal (optional)

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Which <b>Strategy</b> will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i> <ul style="list-style-type: none"><li><a href="#">KCWP 1: Design and Deploy Standards</a></li><li><a href="#">KCWP 2: Design and Deliver Instruction</a></li><li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li><li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li><li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li><li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li></ul>		Which <b>Activities</b> will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i> <ul style="list-style-type: none"><li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li><li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li><li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li><li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li><li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li><li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li></ul>		Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.	
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